

Subject: Re: Raise for Wallis

From: Channing Henry <channing.henry@gmail.com>

Date: 4/30/18, 5:05 PM

To: Robin Bieker <robin@biekerco.com>

CC: Daniel Taban <daniel@jadeent.com>, Robert Buente <bbuente@1010dev.org>, Ellen Riotto <ellen@southpark.la>

Sounds deserved to me. She is a good addition to the team, and I think you should have the tools you need to keep people happy and productive. You're doing an excellent job managing everyone, Ellen. Let's discuss the rent and location situation at the next meeting. Unfortunate to have so few good options.

Channing Elise Henry
Alma Development and Advisory
channing@almadevelopment.com
917-270-3140

On Apr 30, 2018, at 4:55 PM, Robin Bieker <robin@biekerco.com> wrote:

I agree with the raise.

From: Daniel Taban [<mailto:daniel@jadeent.com>]

Sent: Monday, April 30, 2018 1:38 PM

To: Robert Buente; Ellen Riotto; Robin Bieker; Channing Henry

Subject: RE: Raise for Wallis

If you feel she is deserving, then ok with the raise. Is her next potential raise in 6 months or 12?

Daniel Taban

JADE Enterprises, LLC

t 213.745.5191 | daniel@jadeent.com

From: Robert Buente [<mailto:bbuente@1010dev.org>]

Sent: Monday, April 30, 2018 1:29 PM

To: Ellen Riotto <ellen@southpark.la>; Robin Bieker <robin@biekerco.com>; Daniel Taban <daniel@jadeent.com>; Channing Henry <channing@almadevelopment.com>

Subject: RE: Raise for Wallis

Ellen:

Agree

Bob

Robert Buente
President/CEO
1010 Development Corporation
1001 South Hope Street
Los Angeles, CA 90015

213-749-0214 x202

bbuente@1010dev.org

From: Ellen Riotto <ellen@southpark.la>

Sent: Monday, April 30, 2018 1:27 PM

To: Robin Bieker <robin@biekerco.com>; Daniel Taban <daniel@jadeent.com>; Robert Buente <bbuente@1010dev.org>; Channing Henry <channing@almadevelopment.com>

Subject: Raise for Wallis

All,

As you know, Wallis had a somewhat rocky start at the BID. We extended her Introduction period by 1 month, and at her 12 month mark, her performance did not warrant a raise, as is customary at an employee's anniversary. Having said all that, she's really come a long way. After our somewhat difficult annual review back in November, she stepped up her game in ways that I frankly didn't think she was capable of. Since then, she's been much more proactive about her work products, infused a new kind of creativity into projects, and is generally more enthusiastic and positive, which goes a long way in terms of culture in the office. To that end, as May 10th marks her 1.5 year anniversary at the BID, I'd like to give Wallis a 5% raise, bringing her salary up to \$68,250 (most annual raises are between 3 and 4%, but per our conversation regarding the BID's history of underpaying employees, my recommendation is that we use this as an opportunity to establish a new status quo).

Thoughts on this?

Thanks,

Ellen

Ellen Riotto
Executive Director
<image001.png>
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